

Regulations for the Prevention of Sexual Harassment and Promotion of Protection in Non-Olympic Sport

“The better I get, the more I realize how much better I can get.” (Martina Navratilova)

The Israeli Federation of Non-Olympic Competitive Sport (hereinafter: “**Ayelet Federation**”) views the promotion and protection of the dignity, health and physical and emotional wellbeing of all its employees, volunteers and the athletes, coaches and chaperons that operate under its auspices (hereinafter: the “**Participants**”) as a central part of its objectives. Ayelet Federation recognizes the Participants’ rights to enjoy a safe, respectful, and supportive sportsmanlike environment.

Prohibited behavior, as described below, may constitute a violation of the Participants’ human rights, and significantly prejudice their dignity, health, and safety. This is the case despite the significant potential inherent in sport for personal and social development and for the improvement of the Participants’ lives.

We cannot ignore the fact that prohibited behavior such as sexual harassment and sexual abuse that take place in the sport world may cause the Participants and their family members a great deal of suffering, and also impose legal, financial and moral commitments on the sport organizations to which the Participants belong.

There is no branch of sport that is immune to these issues which occur at all levels. Each sport organization is an essential partner that bears the responsibility to identify and prevent bullying, sexual harassment, sexual assault, and abuse, as well as to develop a culture of dignity, safety, and security with all the Participants.

Sport organizations must demonstrate strong leadership and initiative in identifying and eradicating these unacceptable phenomena. Together we will act to establish a healthy sport system that empowers the Participants and can contribute to the prevention of these types of unacceptable behaviors.

Competitive sport constitutes a good example and a role model for all athletes, and for the public. The leadership and excellence necessary for competitive sport require an education based on values and first and foremost equality, fairness, excellence, and human dignity.

These regulations apply to all Ayelet Federation employees, the sport associations that are associated with Ayelet Federation and/or those that are subject thereto for limited time periods during such periods, such as during the “World Games”, and so forth.

1. Prohibited Behavior

All the Participants are prohibited from behaving in the following manner with other athletes and amongst themselves, at any time (hereinafter: “**Prohibited Behavior**”):

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| “ Bullying ” | Violent behavior, including use of coercion or constant cruelty, intended to gain control over another participant. |
| “ Hazing ” | Threatening, humiliating, physically harmful or damaging behavior, instigated towards an individual, often as a condition for joining or remaining a member of a team or crew. |
| “ Abusing ” | |

“Harassment”	Any behavioral pattern, whether physical or not, that is intended to cause fear, humiliation or annoyance, to harm or humiliate, to create a hostile environment, or to demonstrate discrimination based on gender, race, ethnic origin, culture, religion, sexual orientation, mental or physical disability of the Participants, through an attempt to establish dominance, superiority or force on a single participant or group basis.
“Sexual Harassment”	<p>Behavior of a sexual nature which is unwanted by one of the parties, including any <u>one</u> of the following behaviors:</p> <ol style="list-style-type: none"> (1) Extortion of a participant into performing a sexual act; (2) An indecent act, including touching, caressing, hugging, kissing, physical exposure, against the participant’s will; (3) Repeated propositions of a sexual nature against the participant’s will; (4) Repeated references focused on the participant’s sexuality against her will; (5) A humiliating or degrading reference to sex, sexuality or sexual tendency, including degrading comments (even if only said once) in connection with the participant’s gender, the way she expresses sexuality or her sexual preference, as well as publishing a participant’s photograph, video or recording that focus on her sexuality and may degrade her, without her consent.
“Sexual Assault”	<p>Coercing an act of sexual nature on a participant, including:</p> <ol style="list-style-type: none"> (1) An indecent act – any violent and coerced sexual behavior that does not include penetration of an organ or an object into the genitalia, the anus or mouth, but its purpose is to stimulate and satisfy the assaulter, or sexually humiliate the participant. (2) Rape – inserting a body organ or an object into the participant’s (female) genitalia. (3) Sodomy – inserting a body organ or object into the anus or inserting the genitalia into the participant’s mouth.
“Sexual Abuse”	Behavior towards a person or group that involves behavior of a sexual nature, whether verbal, non-verbal or physical, and whether it is intentional or unintentional, whether legal or illegal, based on abuse of power and trust. Sexual abuse includes any sexual activity in which consent is not given or cannot be given, and often involves a process called “grooming”, particularly vis-à-vis minors.
“Inappropriate Emotional Behavior”	An ongoing pattern of intentional behavior – usually without contact – that has the potential of causing emotional or mental damage to the participant, including in the context of advancing a negative and problematic body and self-image. These behaviors may include humiliations and verbal references, physical acts or acts that prevent attention or support.

“Inappropriate Physical Behavior” Any physical contact or threat of physical contact that intentionally causes or has potential to cause bodily damage or physical harm to a participant.

“Persecution” Harm of any kind whatsoever originating from a complaint and/or claim based on Prohibited Behavior, usually carried out to silence the harassment or for revenge against the person who exposed it. The harm does not have to be addressed towards the participant that directly suffered from the Prohibited Behavior and may be addressed towards someone who assisted or testified on her behalf. It is clarified that the persecutor does not have to be the person who carried out the Prohibited Behavior, and it can also be their friend, family member, a manager or employee that works with them, and so forth.

- 1.1. For the removal of any doubt, it is clarified that all types of prohibited and inappropriate behavior are unacceptable and are in direct conflict with the values and mission of Ayelet Federation, and also constitute a violations of these Regulations (hereinafter: **“Violation”**).
- 1.2. All the Participants will be familiar with the various types of Prohibited Behavior and diligently refrain from it. If the event of any doubt – the conduct must be according to the stricter option. Some of the behaviors that are defined as Prohibited Behavior, such as Sexual Harassment and Persecution , are prohibited by law, and constitute a serious disciplinary offense at the workplace.
- 1.3. Insofar that any of the Participants is found to be involved in Prohibited Behavior, they shall be subject to appropriate disciplinary action in accordance with these Regulations, including temporary suspension, permanent suspension, revoking of authorities, termination (insofar that it is relevant), expulsion from the sport and/or reporting to the law enforcement authorities.

2. **Authority Relations**

- 2.1. Authority relations are unequal relations in which the party that acts in a harmful way is more senior than the hurt participant, including in the context of the harming participant being a coach and/or supervisor and/or manager (hereinafter: **“Person of Authority”**). Prohibited Behavior on the part of a Person of Authority toward his subordinate is particularly serious because it takes place while exploiting their structured inequality.
- 2.2. When Sexual Harassment takes place, the harassed participant is not required to demonstrate her objection to the sexual propositions or references as aforesaid. This is because she is deemed in advance as though she has objected to such conduct.
- 2.3. Even an affair that includes consensual sexual relations is prohibited so long as the parties thereto are in the context of authority relations. A Person of Authority who is interested in having a consensual affair with a subordinate must initiate severing the authority relations at the beginning of the relationship and report it to the Olympic Committee’s management and to the relevant sport association. This is due to the reasonable suspicion that the subordinate’s consent is not from her free will.

3. Reporting Prohibited Behavior

- 3.1. Any case of Prohibited Behavior must be reported to the supervisor of Sexual Harassments, Ms. Orna Sadgat Erez by phone: 050-799-6240 and/or in writing ornasadgat@gmail.com (hereinafter: the “**Supervisor**”).
- 3.2. Every participant is entitled to file a Prohibited Behavior complaint with the **Supervisor of Sexual Harassments/ the complaints** (hereinafter: the “**Complaint**”) even if it is not personally directed at her. It is clarified that Prohibited Behavior can and should be reported by any person to prevent any additional harm to the participants.
- 3.3. Coaches and/or supervisors and/or managers that suspect that Prohibited Behavior is taking place must act to investigate the matter with their subordinates and report to the Supervisor insofar that the findings of the investigation are merited.
- 3.4. Complaints may be filed verbally or in writing. For the purpose of an efficient and exhaustive investigation it is best that the complaint include the following details: identity of the complainant, identity of the violating participant, identity of the injured participant, date of injury, type of injury and witnesses’ details, if any.
- 3.5. It is clarified that all reports of Prohibited Behavior are taken seriously by Ayelet Federation and are handled immediately.
- 3.6. Insofar that the provisions of these Regulations have been violated toward a minor, Ayelet Federation will update the minor’s parents about the details of the report received thereby and enable them to take an active part in the investigation.
- 3.7. Insofar that the provisions of these Regulations in the context of Sexual Harassment, Sexual Assault and Sexual Abuse, have been violated toward a minor by her superior, Ayelet Federation is legally required to report it to the police.

4. Investigating the Complaint

- 4.1. The Supervisor will investigate the Complaint by collecting testimonies from the injured participant, from the participant a complaint was filed against with respect to his behavior (hereinafter: the “**Defendant**”) and from other relevant witnesses, and will check any information she receives in connection with the Complaint.
- 4.2. The Complaint will be investigated efficiently, without delay while preserving the dignity and privacy of all parties involved.
- 4.3. It is clarified that the investigation of the Complaint will continue even if the complainant retracted the Complaint, including investigating the reason for retracting the Complaint.
- 4.4. To the extent necessary, the participant will be provided protection from the Defendant during the investigation, whether she was injured by the Prohibited Behavior and whether she is only reporting it. This could include removing the Defendant from his position, placing the Defendant on leave and/or revoking some of his authorities, in accordance with the discretion of **the Supervisor and Ayelet Federation**.
- 4.5. Ayelet Federation will make available to a participant injured by a Violation of the Regulations, subject to its abilities, initial means for emotional and physical support to deal with the injury, and will assist her, as much as she requests, in the event that she decides to file a complaint with the police.
- 4.6. It is clarified that filing a complaint to the **Supervisor** does not block the possibility of filing criminal charges or a civil suit with respect to the same circumstances.

4.7. It is also clarified that the investigation proceedings carried out by the **Supervisor** and Ayelet Federation will continue even in the event that a complaint was filed with the police or a civil suit has been filed, unless Ayelet Federation receives an explicit order on this matter from an authorized body.

5. **Investigation Results**

5.1. Upon the conclusion of the investigation the Supervisor will write a report that will summarize her investigation of the Complaint and her reasoned recommendations with respect to the next steps to be taken by Ayelet Federation (hereinafter: the “**Summary Report**”).

5.2. The Summary Report will be sent to Ayelet Federation’s management who shall decide on the matter, including according to one of the following options:

5.2.1. Take action to prevent additional Prohibited Behavior or to amend the injury that was caused. To that end, Ayelet Federation may give instructions to the parties involved in the case, instruct to distance the Defendant from the injured person and/or the complainant (including by removing the Defendant from his position and/or revoking some of his authorities and/or terminating him) or take any other measure to do so.

5.2.2. Commence disciplinary proceedings according to the provisions of the disciplinary regulations that apply to the relevant party, and to the extent necessary to file an official complaint to the relevant sport association.

5.2.3. Refrain from taking any action.

5.3. A copy of the Summary Report will be provided to the complainant and to the Defendant together with Ayelet Federation’s reasoned decision.

5.4. Ayelet Federation’s decision is final and cannot be appealed, save for cases in which the decision was made as part of an employment relationship between Ayelet Federation and the participant. In such cases the participant employee may appeal to the labor court on the matter.

6. **Taking Preventative Measures by a Sport Organization that Participates in Ayelet Federation’s Activity (hereinafter: the “Sport Organization”).**

6.1. (a) The Sport Organization –

(1) will inform every organizational supervisor and inform every one of its participants and employees about Sexual Harassment and Persecution being prohibited by law and by these Regulations;

(2) Clarify the provisions of these Regulations to every organizational supervisor and every one of its employees and participants;

(3) Require from each of its supervisors and employees and participants to refrain from Sexual Harassment and Persecution toward any person in the context of work relations and/or participation in a sport activity and to take any measure to prevent such acts.

6.2. (b) The Sport Organization will allow its employees and participants to participate, during work hours or sport activity, in prevention of Sexual Harassment and Persecution educational training organized from time to time by Ayelet Federation or an organization as described in Section 12(3) of the Equal Employment Opportunities Law, 5748-1988, provided that it does not cause a disruption to the ordinary course of the sport activity; a Sport Organization that organizes such educational training on its own or through another organization, shall be exempt from the provisions of Regulation (6.2) (b).

6.3. Without prejudice to the aforesaid in Sub-Regulation (a), an employer will make the provisions of these Regulations available for the review of a supervisor, as well as the review of its employees and participants, and will provide them, at their request, a copy of these Regulations.

7. General Provisions

- 7.1. Ayelet Federation will do its best to provide additional updated resources for the prevention, identification, cessation, and handling of all forms of Prohibited Behavior.
- 7.2. It is clarified that the Regulations are written in the feminine with respect to the injured parties but are intended for the protection of both genders.

Dave Kaplan

Orna Sadgat Erez

Arik Kaplan

Chairman

Supervisor of Sexual
Harassments

President and CEO

Ayelet Federation

In a general assembly dated 15.6.20 it was decided to adopt the “**Regulations for the Prevention of Sexual Harassment and Promotion of Protection in Non-Olympic Sport**”

The Supervisor of Sexual Harassments on behalf of the association is Ms. Shana Sprung.

The supervisor may be contacted by phone 054-5339456 or by email s.sprung@gmail.com